

Senior Land Conservation Specialist
Essex County Greenbelt Association, Inc.

Full-time
Essex, Massachusetts

About Greenbelt

Greenbelt is Essex County's Land Trust - the most active land conservation organization in the region. Since 1961, Greenbelt has been working with landowners and communities to protect the farmland, wildlife habitat, public open spaces and scenic vistas in the 34 cities and towns of Essex County, Massachusetts.

Greenbelt's Commitment to Diversity, Equity, Inclusion, and Justice

Greenbelt recognizes that the work of land conservation has historically played a role in perpetuating social injustice and racial inequity. We are committed to considering historic and present inequities as we advance our conservation mission; to fostering a welcoming, inclusive and safe environment; and to accountability and action around diversity, equity and inclusion to enrich our organization and our work.

About this Position

Greenbelt seeks an enthusiastic professional for the full-time position of a Senior Land Conservation Specialist to manage a portfolio of land conservation projects across Essex County. The Senior Land Conservation Specialist will conduct outreach to private landowners to build the organization's pipeline of conservation projects. They will be collaborating with a collegial team of colleagues on all aspects of permanently preserving Essex County's threatened landscapes.

Core Responsibilities

Landowner Outreach & Cultivation:

- One-on-one landowner outreach, site visits, events and networking to cultivate landowner relationships
- Research and evaluate potential conservation priorities using on-line municipal and registry of deed websites, GIS, and field visits
- Develop innovative approaches to further equity focus of organization.

Fee Simple and Conservation Restriction Negotiation & Acquisition

- Structure, manage and close land conservation projects
- Coordinate closely with Greenbelt's Stewardship staff to ensure smooth transition to long term stewardship, and with Conservation Technology and Planning Division for mapping / GIS work, and Finance Dept. and Development staff on fundraising.

Fundraising & Grant-writing: Secure local and state funding for conservation projects, including researching and writing public and private grants.

GIS Mapping: Use ArcGIS to create project maps for landowners, field work, and internal meetings.

Baseline Documentation Reports: Produce Baseline Documentation Reports for each conservation restriction in collaboration with Stewardship and GIS staff.

Public Outreach: Create opportunities to lead educational / outreach workshops to engage landowners and project partners.

Staff Support: Provide as-needed project support to Director of Land Conservation and President.

Qualifications:

- Bachelor's and/or Master's degree in natural resources or other field related to land conservation, conservation planning, or land management
- Minimum 5 years of professional experience successfully managing, fundraising for, and completing permanent, land conservation projects using conservation easements and fee simple acquisitions
- Fluency in conservation easement language; ability to draft and effectively negotiate conservation easement terms with landowners, project partners, and state reviewers
- Ability to independently prospect and secure new conservation projects
- Ability to secure funding from municipal, state, or private partners and sources
- Proficiency in real estate due diligence and demonstrated ability to manage professionals hired to conduct due diligence
- Proficiency in understanding purchase agreements, options, and other real estate contracts
- Working knowledge of federal tax benefits of conservation donations
- Ability to independently navigate by foot on vacant, undeveloped land year-round, including reading and understanding maps, and orienting oneself in sometimes rough and dense forested, hilly, rocky conditions and on large semi-rural properties
- Solid experience with MS Office Suite and ability to create effective project maps with ArcGIS
- Enjoy working as part of a team, as well as independently taking initiative to accomplish required tasks and achieve goals
- Excellent public speaking, writing, and interpersonal skills
- Knowledge or experience related to conservation land management and stewardship
- Possess a valid driver's license and willingness to use personal vehicle for frequent work-related travel (mileage is reimbursed at the federal rate)
- Desire to keep learning and growing in the position and at Greenbelt.

Position Details:

Full-time, salaried position, with some hybrid work possible. In-person work located at the Cox Reservation in Essex, MA. Primarily Monday – Friday schedule (occasional weeknight and weekend work necessary). Greenbelt has a flexible work policy that allows staff to work from home when necessary or when more efficient. Professional development opportunities available.

Salary & Benefits:

Salary range \$70,000 - \$80,000 depending upon experience and qualifications.

Comprehensive health insurance, including dental & vision

Retirement – voluntary employee pre-tax contribution, plus Greenbelt contributes 10% of employee's salary to 403(b) (eligible after completing 6 months of service)

Paid sick leave: Accrue 8 hrs per month / 12 days per year

Paid vacation: 10 days for 1st year of employment; gradually increasing to 15 days after year 1; maximum of 4 weeks after 5 years.

3 Personal Days

Paid holidays: 12 regular & 1 floating

Comp Time: Greenbelt typically provides exempt employees compensatory time off for additional hours worked that cannot reasonably be fit into the week.

Flexible Spending Account

Life and Accidental Death and Dismemberment Insurance (\$50,000)

Paid professional development opportunities

To Apply:

Please submit a resume and cover letter electronically to Vanessa Johnson-Hall at vkjohnson@ecga.org. In your resume, please include relevant work experience, education, and training. Please include the following in your cover letter: why you want to work at Greenbelt, and how your experience / education / training qualifies you for this position. The position is open until filled.

Essex County Greenbelt is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.